



Gender Pay Gap Statement May 2025

Background

The equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires all private sector employers with 250 or more employees to publish gender pay information on an annual basis, relating to the pay period that includes 5 April each year. Bancroft's School is committed to the principle of equal opportunities and equal treatment for all employees.

The Gender Pay Gap (GPG) is the difference between the average earnings of men and women, expressed relative to men's earnings. This is not to be confused with Equal Pay which requires men and women doing the same job to receive the same pay.

The following table shows the results for the period 2024-2025.

2025 Results

Gender split of staff covered by the GPG: 45% male; 55% female.

In the table, a positive pay percentage means that women are paid less. A negative pay percentage means that men are paid less.

		Pay Quartiles by Gender								
		Males					Females			
	Mean GPG	Median GPG	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
April 2023	14.08%	12.09%	28.81%	48.28%	39.66%	60.34%	71/19%	51.72%	60.34%	39.66%
April 2024	14.48%	5.59%	31.15%	42.62%	45.90%	56.67%	68.85%	57.38%	54.10%	43.33%
April 2025	15.09%	10.84%	29.51%	45%	50.77%	53.97%	70.49%	55%	49.23%	46.03%

Summary

Bancroft's School has completed its annual gender pay gap audit in accordance with Government guidance. This identifies a mean gender pay gap of 15.09% (National mean for 2023 ~14.3%) in favour of males based on hourly rates of pay with no bonuses paid. The gender pay gap is not the result of paying men and women differently for the same equivalent work, but it reflects the roles that men and women have applied for and the salaries applicable to those roles. Bancroft's School has a higher proportion of female staff in domestic and catering assistant roles, which are towards the lower end of the salary range with many being paid the London Living Wage rate.

All teachers are paid on the same teaching staff salary scale with the opportunity for salary progression regardless of gender, and all teaching and support staff roles are open to male and female applicants. We remain committed to fair pay irrespective of gender and we continue to build on actions and initiatives which aim to narrow the GPG.

These actions include but are not limited to:

- continually reviewing our terms and conditions of employment and benefits package to support working arrangements for both men and women. We will aim to maintain our robust approach to remuneration, ensuring that all salaries are benchmarked both internally and externally against the market.
- continually reviewing our recruitment processes in an effort to diversify our staff body as well as continuing to attract, recruit and develop the best people, without bias.
- promoting career development opportunities for women that enables them to take on additional responsibilities, to ensure a diverse pipeline of talent throughout the School.

I confirm that the calculations are an accurate representation of our position on 5 April 2025.

Shaun Wilson
Chief Operating Officer

12th May 2025